



Letter of Appointment

Date: May 14th, 2020

Ms. K. Priya Bharathi

D/O Srihari Karnati

H.NO: 11-14-450, Siri Nagar Colony

L.B.Nagar, Hyderabad

Telangana PIN: 500074

Dear Priya

This has a reference to the discussions you had with us. We are pleased to offer you the role of “ **Sr QA Automation Engineer**” at the designation of “ **Sr. Software Engineer** “. The date of joining is 15th May 2020 on the following terms and conditions:

<u>Compensation & Benefits</u>		
Component	Monthly	Yearly
Basic	54,167	650004
HRA	21,667	260004
Special Allowance	29,000	348000
LTA	3,500	42000
The total cost to the company		1300008

(The above structure is subjected to the change of the land of the law)



1. Probation: You will be on probation for a period of “ **six months** ” from the date of joining. The period of probation can be extended based on your performance at the discretion of the Management and you will continue to be on probation until an order of confirmation has been issued in writing. Notitia Technology Solutions Inc. reserves the full right to expel the employee during this period on the basis of unsatisfactory performance.

2. This appointment can be terminated from either side by giving one month's notice (30 days) or salary in lieu thereof. The Company reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct, or even in the case of reasonable suspicion of misconduct, disloyalty, the commission of any act involving moral turpitude, or any act of indiscipline or inefficiency or for loss of confidence. This would be in case you are found guilty in the inquiry where you would be given an opportunity to prove yourself not guilty.

3. Initially, you will work remotely and report to Delivery Manager or any other person nominated by the company. However, your services could be transferred to any other Departments /Divisions of the Company or Group Company, in India or abroad. Notwithstanding your initial appointment in this Company, your services may be assigned by the Company to any other Company of the Group. You may also be assigned such other duties as may become necessary at the discretion of the Management in any Branch or Office of the Company and/or its subsidiaries or to any of its other Associate Companies.

4 This appointment is also subject to a satisfactory report from your former employers, based on the references given by you.

5. You will automatically retire from the service of the Company on attaining the superannuating age of 60 years. You will be expected to provide school leaving or similar evidence of your date of birth at the time of joining the company.

6. All other standard and general rules, practices, and policies of the Company as existing now and which may be amended from time to time will be applicable to you and you will be expected to abide by the same.

7. In the event of the State/Central Government enacting any law conferring the same or similar benefits as extended to you under this letter, you would be entitled to such benefits which are more benefits of the two, but not both. This shall be at the discretion of the management.

8. You are required at all times to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its Subsidiaries or Associate Companies, in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect. You are also required to sign the Non-Disclosure Agreement upon your joining.

All inventions, improvements, discoveries made by you either alone or with other persons, will become the sole property of the company. You will ensure that patent protections are obtained for such inventions/improvements and discoveries in India or elsewhere and assign the same to the company.

9 You are required to devote your total attention and abilities exclusively for the business of the Company. You will respect, obey, and conform to all the regulations from time to time framed and issued by the Company and made applicable to you. You shall not, while in the employment of the Company, be engaged in any other employment, conduct business whatsoever, or hold any office of profit or accept any other emoluments without the previous consent in writing from the Company. Breach of this condition could lead to immediate termination without notice.

10. During the course of your employment and if the nature of your business so requires, the Company may send you for specialized training within India or overseas in order to enable you to perform more effectively. In such an event you will be required to execute a training bond with the Company.

11. This offer of employment is based on the information furnished in your application for employment. If, at any time in the future, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been withheld then your employment based on this letter of appointment is liable to be terminated without notice or any compensation in lieu thereof.

12. The emoluments/benefits due to you will be liable/subject to tax in accordance with the provisions of the Income Tax Act and Rules made thereunder as also other applicable laws, if any, as may be in force from time to time as applicable to you.

13. The Company lays emphasis on all statutory compliances and you should ensure compliance with various statutes in your area of operations including Insider Trading Regulations.

14. Your appointment is with effect from the date of joining, which is 15th May 2020



Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to Newpage solutions and we wish you good luck and very bright career with us.

Best Regards,

T. Lalitha



Best Regards,

T. Lalithamma
Assistant Manager - Talent Acquisition
(For Newpage solutions)

I declare that I have read the letter and agree to the clauses mentioned above:

Name: K.Priya Bharathi

Signature of Employee: _____

Date: -----